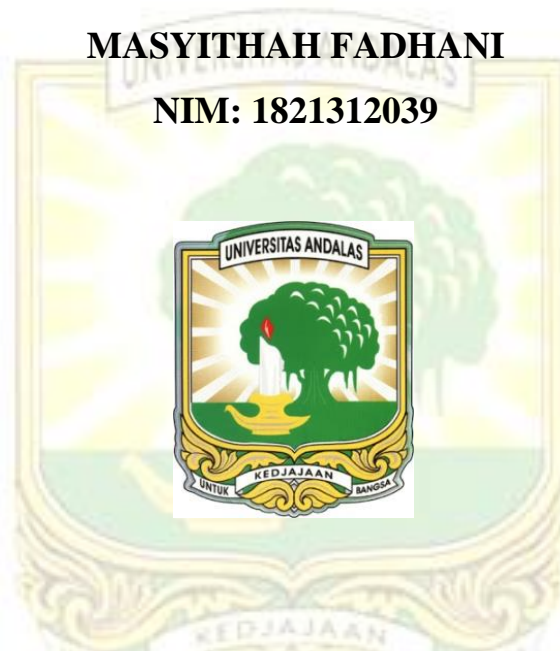


**PENGARUH STRES TERHADAP INTENSI *TURNOVER*
MELALUI MEDIASI *BURNOUT* SDM KEPERAWATAN
SELAMA PANDEMI COVID-19**

TESIS

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Keperawatan Selama Pandemi COVID-19**

viii+ 98 hal + 2 skema+ 8 Lampiran

ABSTRAK

Tenaga kesehatan professional seperti perawat yang secara langsung berinteraksi dengan pasien dalam jangka waktu yang lama dan terus menerus, akan menyebabkan stres pada perawat terlebih pada masa pandemi COVID-19. Stres yang terus dialami oleh perawat akan menimbulkan *burnout* yang memungkinkan terjadinya intensi *turnover*. Penelitian ini bertujuan untuk menentukan pengaruh stres terhadap intensi *turnover* melalui mediasi *burnout* SDM keperawatan selama pandemi COVID-19. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *crosssectional survey*, dengan populasi perawat COVID-19 di enam rumah sakit rujukan COVID-19 di Sumatera Barat dan sampel yang berjumlah 235 perawat dengan menggunakan teknik *purposive sampling*. Data diambil dengan menggunakan kuesioner OSI-RTM (*Occupational Stres Inventory- Revised Edition*), kuesioner MBI (*Maslach Burnout Inventory*), dan kuesioner TIS (*Turnover Intention Scale*) yang disebar melalui link *google form* dari bulan Februari – April 2022. Data dianalisis menggunakan statistik deskriptif dan inferensial menggunakan SEM - PLS (*Structural Equation Modeling – Partial Least Square*). Hasil penelitian menunjukkan gambaran tingkat stress kerja perawat berada pada kategori sedang yaitu 68.1% (160 orang) , *burnout* berada pada kategori rendah 82.1% (193 orang), dan intensi *turnover* berada pada kategori sedang 97% (228 orang). Terdapat pengaruh yang signifikan antara stres terhadap *burnout* perawat, stres terhadap intensi *turnover*, dan stres terhadap intensi *turnover* yang dimediasi oleh *burnout*. Disarankan pihak manajemen rumah sakit dapat membuat suatu penanganan yang dapat meminimalisir dampak negatif dari pandemi COVID-19 terhadap perawat.

Kata Kunci : Perawat, *Burnout*, COVID-19, Intensi *Turnover*, Stres
Daftar Pustaka: 90 (2008 – 2021)

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**The Effect of Stres on Turnover Intention Through Burnout Mediation of
Nurse During COVID-19 Pandemic**

vii + 98 pages + 2 schemes + 8 Appendixes

ABSTRACT

Professional health workers such as nurses who directly interact with patients for a long period of time and continuously will cause stres to nurses, especially during the COVID-19 pandemic. Stress that continues to be experienced by nurses will cause burnout which allows turnover intentions to occur. This study aims to determine the effect of stres on turnover intentions through mediation of burnout of nursing human resources during the COVID-19 pandemic. This study uses a quantitative approach with a cross sectional survey method, with a population respondent of COVID-19 nurses at 6 COVID-19 refferals hospital in West Sumatera. Data has been collected using a OSI-RTM questionnaire (Occupational Stres Inventory- Revised Edition) , MBI questionnaire (Maslach Burnout Inventory), and TIS (Turnover Intention Scale) and using google form link and distributed from Feberuary – April 2022 . Data were analyzed using descriptive and inferential statistisc using SEM - PLS (Structural Equation Modeling – Partial Least Square). The results showed that the work stress level of nurses was in the medium category, namely 68.1% (160 people), burnout was in the low category 82.1% (193 people), and turnover intention was in the medium category 97% (228 people). There was a significant influence between stress on nurse burnout, stress on turnover intention, and stress on turnover intention. mediated by burnout. Its Suggested that the hospital management can make a treatment that can minimize the negative impact of the COVID-19 pandemic on nurses..

**Keywords : Burnout, COVID-19,Intensi Turnover, Stres
List Libraries : 90 (2008 – 2021)**